



Code of Conduct & Values

1. Democracy.

Oregon Kickball Club (“OKC”) is a volunteer-run, 16-team invitational club that operates as a democracy.

OKC is a club that operates via active engagement and involvement from its members. The success and growth of this club is dependent on participation from its members. In the absence of member input, the club would eventually cease to exist.

Members in this organization are encouraged (at minimum) to show up for all scheduled activities. Ideally, we like to see members arrive early, stay late and contribute to the club by watching other team’s games and supporting weekly and ongoing OKC-sponsored events.

Members are also actively encouraged to consider available leadership opportunities within the organization by joining the board of directors.

2. Being non-profit.

Dues are determined based on the costs required to run the club’s 21-24-game season. Every dollar that comes in goes back to the club and members, and supports the mission. There is no additional profit.

3. Volunteerism.

As a non-profit, we are most successful when our members are contributing to volunteer efforts. The club strives to be an active part of the greater Portland community. We aim to maintain strong working relationships with local organizations as well as seek out and build new relationships with organizations we believe align with the mission. Every team is expected to meet a volunteer minimum per season to remain in good standing.

Giving back is also an expectation at / on the field. We ask that all teams ensure ongoing availability of members who are able and willing to support via reffing. The club will focus on providing resources that support referee education and maximize both competency & enjoyment. We also share the responsibility of field set-up and tear-down. Our teams commit to working together to both prepare the fields for fun, fair play, and leave our Portland Parks as clean as, or cleaner than, we found them.

4. Community.

OKC is an organization that highly values community, cohesion and care amongst members. We aim to create opportunities for members to boost social and mental health, get to know new folks, and be a part of something bigger than themselves.

OKC works to embody 'community' via active engagement in volunteering and providing support to local organizations in the greater Portland area.

We highly encourage attendance at all weekly and ongoing OKC-sponsored events. We invite members to come early, stay late, help out at the field, cheer on friends and rivals, and support the club's sponsors via participation in post-game organized activities.

5. Integrity & Responsibility

When engaging in activities – on the field, in the community, online – as a member of this club, you are representing not only yourself, but your team and OKC at large.

OKC is a small kickball club with limited membership. Due to the nature of this, turnover is low and members commonly get to know one another beyond acquaintanceship; anonymity is rare. Actions (positive and/or negative) both on and off the field are likely to be seen, heard and felt by others. How members and teams show up greatly matters, and carries impact. We aim to celebrate teams' and members' wins, as well as hold responsible teams and members whose behaviors do not align with the club's missions and values.

When applicable, we encourage members to take personal responsibility for misaligned actions in advance of external feedback.

In cases where personal responsibility is not taken, we understand that members may opt to provide feedback. **When holding others responsible, the goal is to support one another toward re-alignment.** We do not tolerate bullying (including cyber), microaggressions, or shaming forms of responsibility. We do not address harm with harm; offer solutions when able, and strive to help each other improve.

We encourage members to mediate personal issues independently if/when appropriate. Members are encouraged to solicit support from their own and/or other team captains if needed when addressing an issue with a teammate or opponent.

6. Accountability

Members of OKC are expected to be respectful to the *people, places* and *things* brought forth by the league. We expect all members to behave in ways that model safety, care and integrity – of all humans, spaces and resources.

We do not condone acts of violence, harassment, discrimination & bullying – neither on nor off the field, or at any OKC-sponsored event or online forum. We encourage you to contact the board (oregonkickball@gmail.com) directly if you witness and/or experience an issue that falls under the above violations. The board will address reported issues as efficiently and thoroughly as possible.

We understand that while issues may share similarities, each case and details surrounding a report is inherently unique. At this time, issues will be handled by the active board of directors on a case by case basis. The board is committed to considering each case thoughtfully to ensure fair and appropriate determinations.

7. Commitment.

To maintain 1 of the 16 team slots, teams **MUST** show up to all scheduled games, May through August.

When making the schedule, the board considers major holidays and city events, and coordinates with other active kickball leagues and events to avoid overlap as best as possible.

The game day schedule is distributed by ~March/April – this provides time for members and teams to plan around possible conflicts. While subs are allowed (see rules), we ask that captains make it a priority and strive to ensure an appropriate number of players to field a team for all scheduled games.

8. Structure.

OKC is committed to upholding an organized set of rules to ensure structure and fairness in the league. The rules for OKC are unique to our club versus adopted from a standardized rulebook for recreational kickball. The board of directors includes 2 Ref/Rule Coordinators who are responsible for revisitation of the rulebook on an annual basis. These directors will organize meetings to discuss rules, provide education and will bring forth subsequent revisions as determined by input from active members. All suggested revisions will be voted on by the election committee (captains).

We strongly encourage all members to review the rules. The most updated version is available on the league's website. Your Ref/Rule Coordinators are available for additional questions and clarifications.

9. Balance.

We strive to strike a happy balance between “fun” and “competitive”, **and** we understand and accept that goals will vary among our teams and members. We respect that what is fun and/or competitive for one team and/or member may vary for another. We ask that everyone focus on showing up for themselves and their teams in a manner that supports their own and their team's goals, while allowing their opponents to do the same.

10. Evolution.

OKC is motivated to grow, and is constantly evolving. Members are strongly encouraged to speak up, email the board, and advocate for changes they'd like to see happen for OKC. This league is run **by** its members **for** its members; everyone has a voice and say in the way the organization is run. We welcome feedback, questions, ideas for improvement, and actions/plans for how to implement them.